

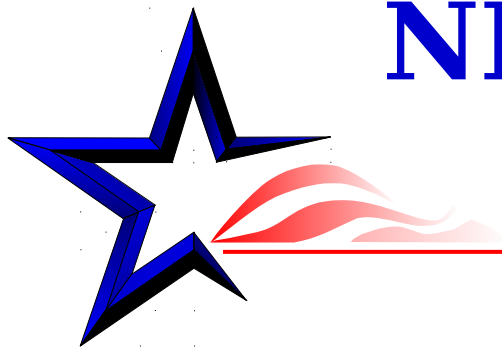
NAVY PERSONNEL COMMAND EPMAC

New Orleans LA

May 2004



Mission First... Sailors Always



NPC Customer Call Center



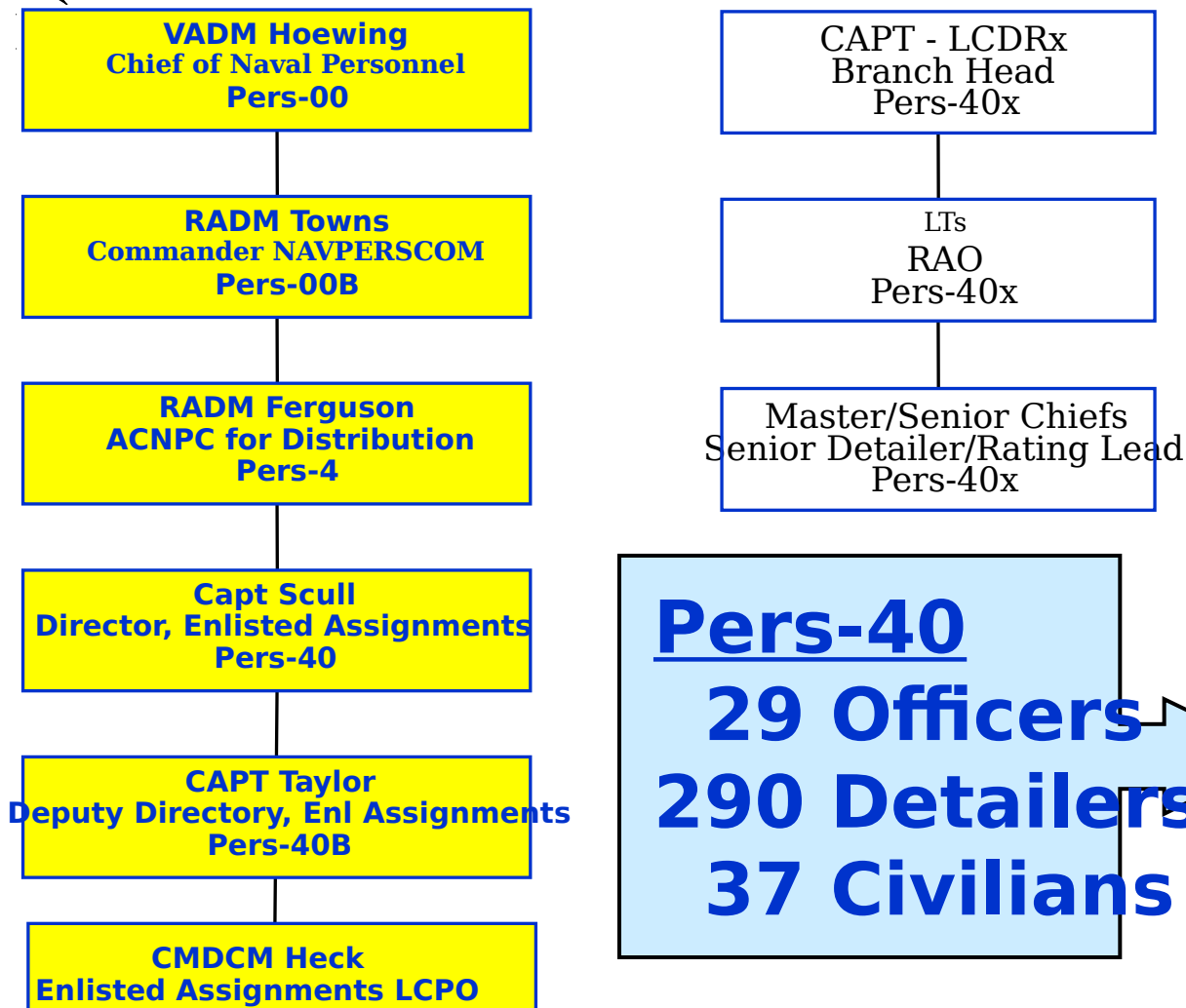
- **Giant step toward NPC's Strategic Goal of outstanding Customer Service and Customer Relationship Management**
- **Get the right answer fast**
- **Service center supported by Subject Matter Experts throughout NPC up to 24/7**
- **1-866-U-ASK-NPC**

1-866-827-5672

Gettting the Information Out



Who We Are



Mission First... Sailors Always

PERS-407 Organizational Structure



Branch Head

CAPT Mark A. Dobbs, MSC, USN

Assistant Branch Head

**LCDR Denise N. Holdridge,
MSC, USN**

HM 0000 Rating Assignment Officer

**HMCM(FMF) Denise Brown ,
USN**

HM NEC/DT Rating Assignment Officer

Mission First... Sailors Always



CNO Guidance for 2004



“Less interested in presence and more interested in presence with a purpose.” CNO Admiral Vern Clark
Guidance for Leaders:

- Man the Fleet for Battle
- Mentor Our Sailors
- Invest in Our Sailors
- Recruit and Retain the Right People





Hard Rudder



In the Wake

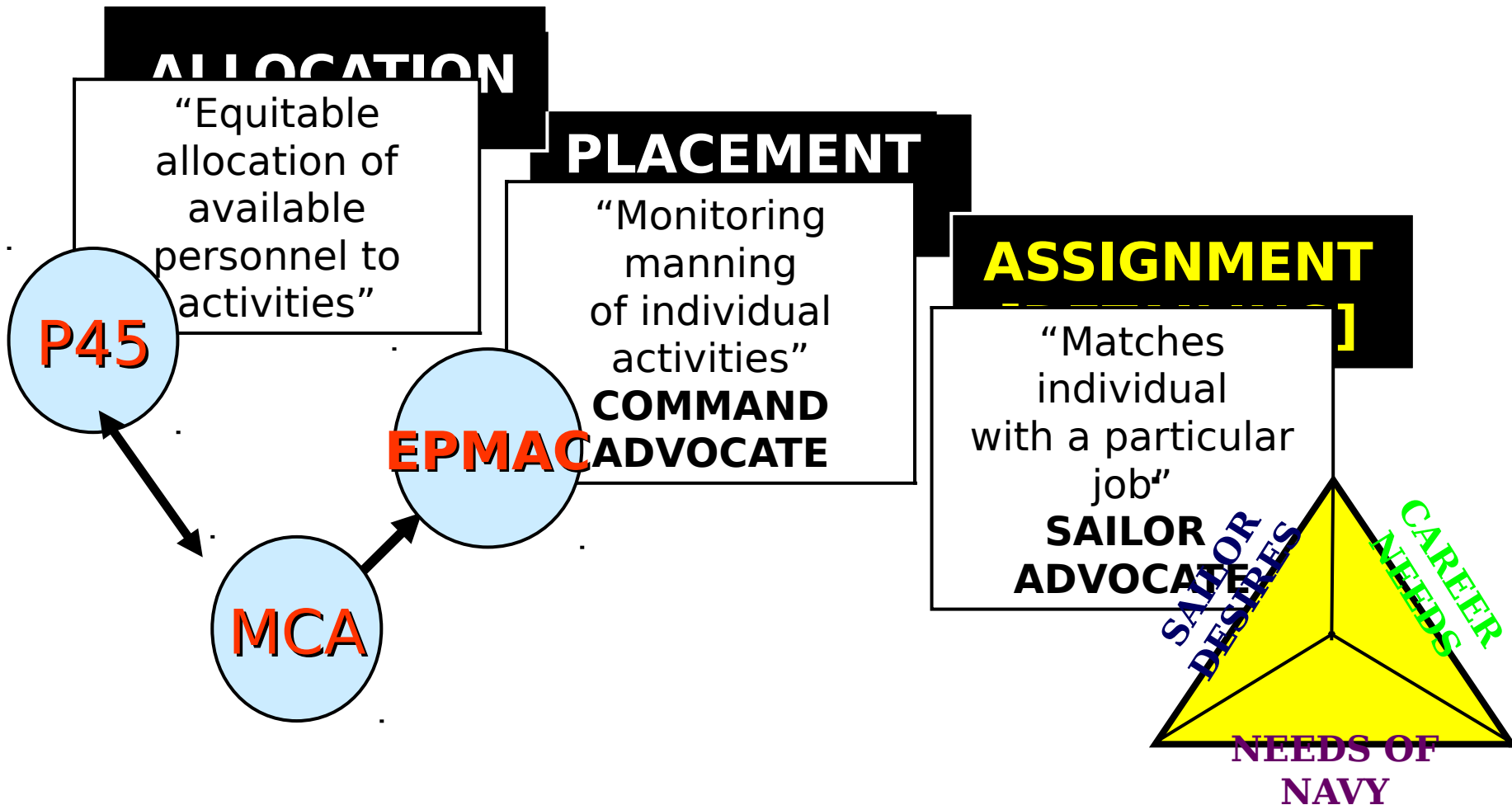
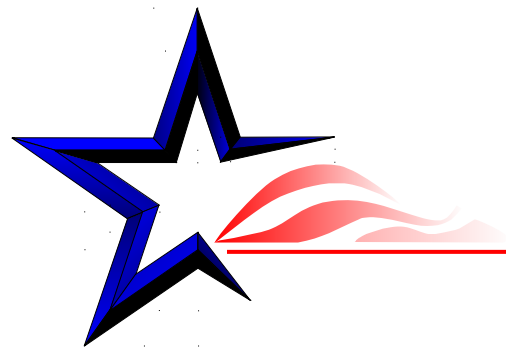
- Command REACTS to Detailing Decisions
- Short-Term “Fill the Priority Billet” Focus
- Detailer enforces manning priorities

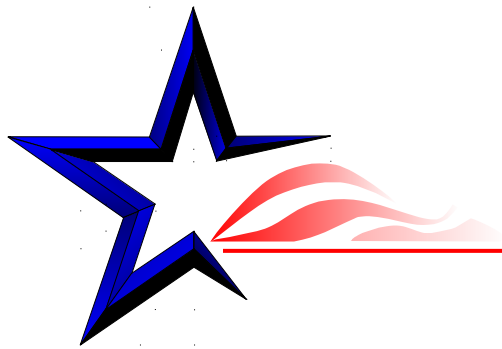
New Heading

- Long-Term “Career Management”
- Cmd Leadership PRO-ACTIVELY mentors & shapes Sailor’s expectations
- Detailer acts as an agent for Sailor’s career/family needs.
- Results: Improved retention & career growth; aligned message with Command

The Mechanics of Change

System Overview



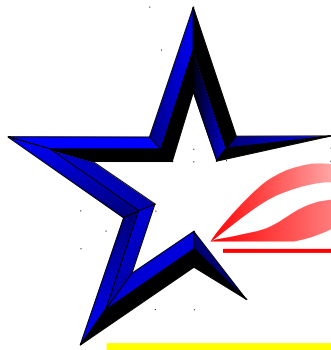


EPMAC

“The Command Advocate”



- **Publication of JASS to the Fleet.**
- **Review all PCS orders NOT aligning with requisition; paygrade, NEC.**
- **Review PRD changes which impact the detailing window.**
- **Identify DIVERTS and CROSSDECKS.**
- **Approve all order modifications.**



EPMAC - Agent for MCA



Manning Control Authorities

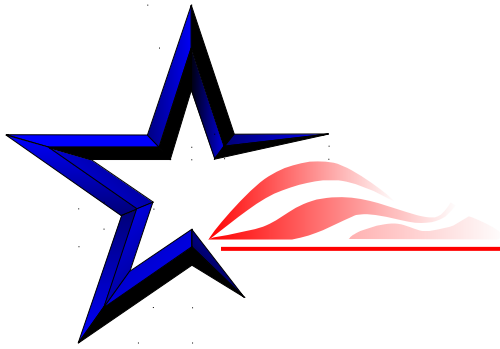
- **PACIFIC**
- **ATLANTIC**
- **SHORE**

**Once official PCS orders are released, Sailor
is property of the approp**

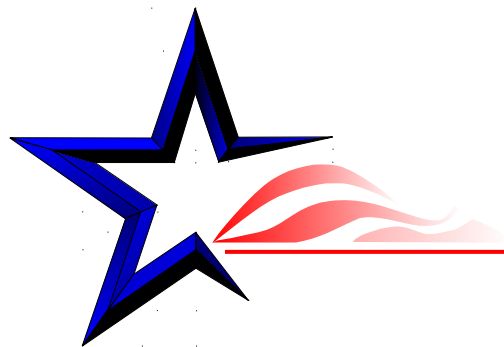
Manning Control Authority

**ANY change requires endorsement by
EPMAC**

FY 2005 PCS Engagement Strategy



- **Fiscal Year 2005 Appropriations Act (funding) will NOT cover predicted Permanent Change of Station (PCS) move requirements.**
- **Reduced by unplanned moves arising out of homeport changes, GWOT, Operation Iraqi Freedom, and increased overall retention.**
- **Cannot execute FY 2005 without a set of hard business rules designed to support a strategy aimed at getting the most out of scarce PCS dollars.**

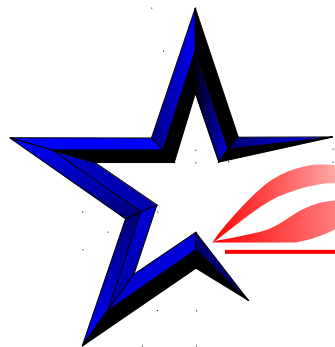


FY 2005 PCS Engagement Strategy



Principle Goal

Move the maximum amount of Sailors ensuring the Navy gets the right Sailor to the right billet (job) ON TIME to maintain the highest fleet mission readiness.



FY 2004 PCS Engagement Strategy



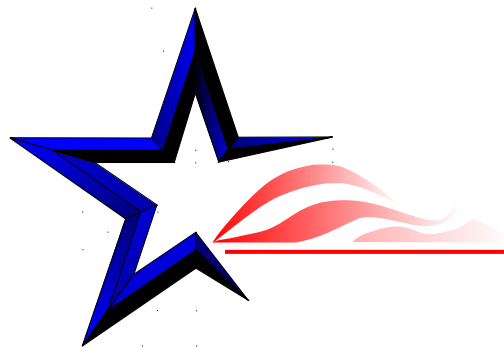
FY 2003 - \$40.6 Million \$\$\$

**Request FY 2004 - 37 Million \$\$
\$**

**RCV'D FY 2004 - 33.8 Million \$\$
\$**

**Cost difference from FY
2003/2004**

(-) 7 Million Dollars



FY 2005 PCS Engagement Strategy



Fund Conservation Strategies for ALL order negotiations

- **Accept/encourage request for extensions where approp.**
- **MAXIMIZE No Cost or Low Cost moves.**
- **Question ALL coast-to-coast and overseas-to-overseas moves.**
- **Ensure all personnel complete PST and DOD tours.**
- **Question necessity of pulling moves into FY 2005 from out years. ALL cross FY moves require RAO and BH approval.**

Goals Of Team Detailing



- Engage Command Retention Team (CRT) in the career management of Sailors
- Increase Sailor satisfaction and trust in the Distribution Process
- **Shape Sailors' expectations**
- Drive toward the end goal of realistic expectations and informed choice
- Increase reenlistments

Mission First ... Sailors Always

Key to Success:



Effective

Leadership Detailing

**Navy
Needs**



- **Rate/Rank**
- **NEC**
- **Fill Data**

Incentives and career mentoring help shape Sailor options.

Negotiation Range to Develop Career Enhancing Options

**Sailor
Needs**

Detailer teams with Command Leadership ; engages range of policy and placement options.

- **Expectation**
- **Promotion**
- **Location**
- **Family**



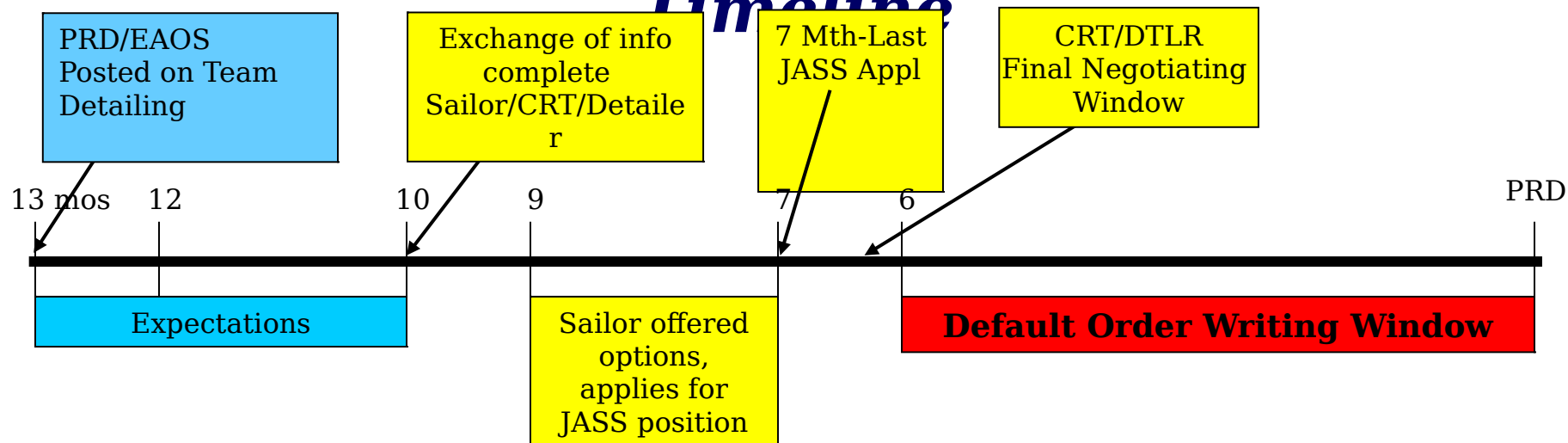
Mission First... Sailors Always



Command Driven Team Detailing



CRT/Detailing Timeline



- 12 month career development board
- CRT updates Team Detailing spreadsheet
 - Family member status
 - Career intentions
 - Next duty preferences
- Detailer updates member data in EAIS

- Detailing window
- JASS
- Sailor offered choices
- When required CTC will schedule teaming sessions to shape expectations

- Priority requisitions remaining unfilled
- ORDMODS
- LIMDU/Pregnancy

JASS = Job Advertising Selection System
CRT = Command Retention Team Member

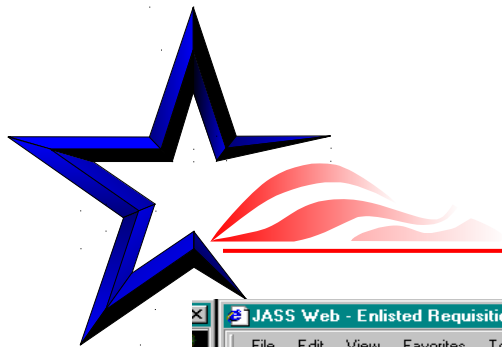


Super JASS: Creating Options for Sailors and Improving Readiness for the Fleet



- **Published by EPMAC New Orleans**
- **Establishes Feedback Loop**
- **Displays ALL Avail Billets in Req Cycle based on eligible PRD rollers**

Better Sailor-Job Matching Improves Performance



Super JASS



JASS Web - Enlisted Requisition Summary - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites Size Print Edit Real.com

Links My Excite EarthLink WebMail JASS Test Site SCR Reports

Address https://www.jass.navy.mil/dycgi03/jass_tst/enl/main.htm

Google Search Web Search Site Page Info Up Highlight

WEB JASS

Home Jobs Edit/Review Results Notes DATA XFER Help Log Out

Review Jobs and Make Applications

Download Current Requisition for JASS Client: **DOWNLOAD** **SPECIAL PROGRAM'S HOT PICKS**

Required Input Requisition Date: 04/06

[Special Programs](#) and Communities: Pay Grade: -

Optional Input

MCA	Composite	Location	UIC	NEC
<input type="checkbox"/> BUPERS	<input type="checkbox"/> Sea	<input type="radio"/> CONUS	<input type="text"/>	<input type="text"/>
<input checked="" type="checkbox"/> Atlantic	<input checked="" type="checkbox"/> Shore	<input type="radio"/> Overseas		
<input type="checkbox"/> Pacific	<input type="checkbox"/> Sub Sea	<input checked="" type="radio"/> Both		
<input type="checkbox"/> Reserve	<input type="checkbox"/> Sub Shore			

Location: **SELECT** Unit Type: **SELECT**

Job Category: ☒ Hot Fills ☒ Open Reqs ☒ G2K Options ☐ Pay Incentive

SEARCH **CLEAR**

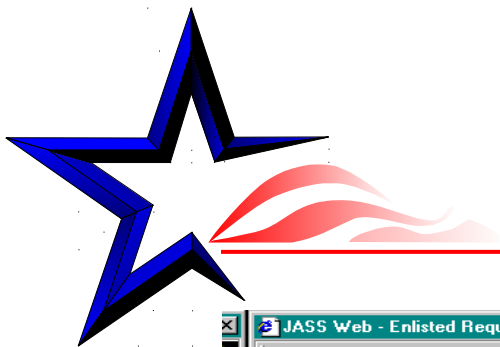
[Click on [Activity Name](#) to view details of job and proceed to application screen]

Jobs Found: 39 Displaying 1-39 of 39

S	W	A	MCA	NEC1	NEC2	Rate	UIC	Activity	Location	Pay Inc
S										
S										
Hot Fills										

Done Internet

Mission First... Sailors Always



New Screens



JASS Web - Enlisted Requisition Summary - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites Size Print Edit Real.com

Links My Excite EarthLink WebMail JASS Test Site SCR Reports

Address https://www.jass.navy.mil/cgi-bin/dycgi03/jass_tst/enl/main.htm

Google Search Web Search Site Page Info Up Highlight

Hot Fills						
1	L	4615	0000	BM1	32779	SIMA MAYPORT FL, MAYPORT
1	L	4615	0000	BM1	32779	SIMA MAYPORT FL, MAYPORT
1	L	0000	0000	BM1	68844	NOPF WHIDBEY IS WA, WHIDBEY ISLAND
1	L	0000	0000	BM1	44466	TRIREFAC KINGS B GA, KINGS BAY
1	L	4615	0000	BM1	39722	SIMA N M R RRC VA, PORTSMOUTH
1	L	0000	0000	BM1	3270A	SSS OCEANA VA, VIRGINIA BCH L CREEK
1	L	0000	0000	BM1	3196B	SEAPORT PM SF NJ NJ, COLTS NECK
1	L	4615	0000	BM1	39722	SIMA N M R RRC VA, PORTSMOUTH
1	L	0000	0000	BM1	44466	TRIREFAC KINGS B GA, KINGS BAY
1	L	0000	0000	BM2	32770	SIMA NORVA VA, NORFOLK

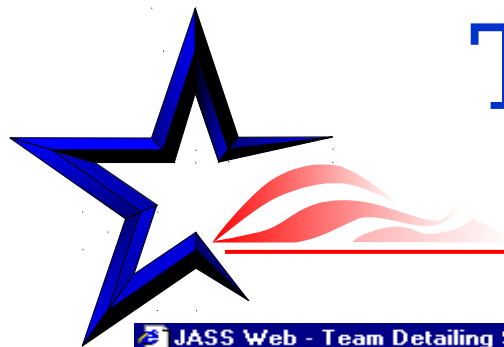
Open Reqs						
1	L	0000	0000	BM1	44466	TRIREFAC KINGS B GA, KINGS BAY
1	L	0000	0000	BM1	44466	TRIREFAC KINGS B GA, KINGS BAY
1	L	0000	0000	BM1	44466	TRIREFAC KINGS B GA, KINGS BAY
1	L	0000	0000	BM1	32770	SIMA NORVA VA, NORFOLK
1	L	4626	0000	BM1	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM1	44466	TRIREFAC KINGS B GA, KINGS BAY
1	L	0000	0000	BM1	55484	MIUWU 202 RI, PROVIDENCE
1	L	0000	0000	BM1	32770	SIMA NORVA VA, NORFOLK
1	L	4615	0000	BM1	32779	SIMA MAYPORT FL, MAYPORT
1	L	4632	0000	BM1	32779	SIMA MAYPORT FL, MAYPORT
1	L	0000	0000	BM2	39722	SIMA N M R RRC VA, PORTSMOUTH
1	L	0000	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	4632	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM2	44466	TRIREFAC KINGS B GA, KINGS BAY
1	L	0000	0000	BM2	3205B	QDL PMM SF NAS ME, BRUNSWICK
1	L	0000	0000	BM2	42237	SUBASE KINGS BAY GA, KINGS BAY
1	L	0000	0000	BM2	68890	NS PASCAGOULAMS MS, PASCAGOULA
1	L	4632	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	4626	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM2	55496	MDSU 2 VA, VIRGINIA BCH L CREEK
1	L	4668	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	4632	0000	BM2	32770	SIMA NORVA VA, NORFOLK

Guard 2K Reqs						
1	L	4615	0000	BM1	39722	SIMA N M R RRC VA, PORTSMOUTH
1	L	0000	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM2	32770	SIMA NORVA VA, NORFOLK
1	L	0000	0000	BM2	44466	TRIREFAC KINGS B GA, KINGS BAY

Hot Fills

Normal PRD

GUARD 2K



Team Detailing Portal



JASS Web - Team Detailing Summary - Microsoft Internet Explorer provided by Navy

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Messenger

Address https://www.jass.navy.mil/cgi-bin/dycgi03/jass_tst/det/team_detail_summ.htm Go

WEB JASS

Home Team Detailing Help Log Out

Quick View Screen

Enter UIC:

UIC
629
80

SEARCH

Last Updated Mar 13, 2002

Internet

Team Detailing UIC Screen



JASS Web - Team Detailing Summary - Microsoft Internet Explorer provided by Navy

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Messenger

Address https://www.jass.navy.mil/cgi-bin/dycgi03/jass_tst/det/team_detail_summ.htm Go

[Home](#) [Team Detailing](#) [Help](#) [Log Out](#)

Quick View Screen

Enter UIC:

UIC

62980

SEARCH

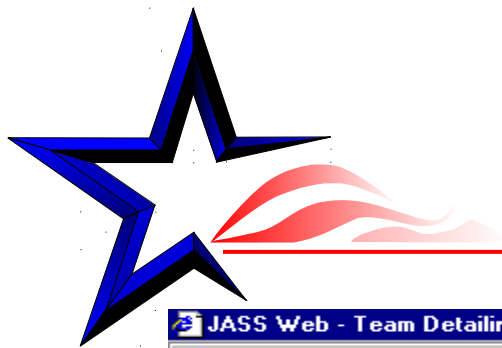
UIC: 62980 CMD: CNAVPERSCOM MILL ATC: GMN

[Click on [SSN](#) to proceed to the detail screen]

Records Found: 77 Displaying 1-77 of 77

Rate	Name	SSN	NEC1	NEC2	PRD	EAOS	Last CCC Update	Last NPC Update
ETCM	SHANNON CHRISTOPHER MICHAEL		14QM	9579	0207	050705	13-Mar-02	
ITC	LEWIS JAMES BENTON		2306	2735	0304	030416	12-Mar-02	12-Mar-02
PNCS	SOUTHALL SANDRA DEE		2612	9516	0207	021116	11-Mar-02	11-Mar-02
SHC	ROXAS RONULFO VILLANUEVA		3111	9588	0303	060416	11-Mar-02	11-Mar-02
SKC	CRUZ JOSE LUIS		2820	9595	0302	020625	11-Mar-02	11-Mar-02
GSCM	BAKON CHRISTOPHER MICHAEL		4126	4136	0209	020922		
ET1	BAKER STEPHEN JOHN		1424	9595	0211	021129		
SCS	LAVIERI EDWARD D JR		3905	9588	0212	020616		

Done Internet



CRT/Sailor Data Screen



JASS Web - Team Detailing Detail - Microsoft Internet Explorer provided by Navy Per

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Messenger

WEB JASS

Home Team Detailing Help Log Out

Expanded View Screen

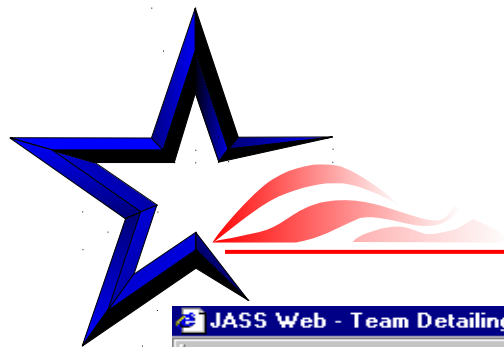
Team Detailing Information

UIC:	Command Name:	Pers Code:
62980	CNAVPERSCOM MILL	4010f
CRT Phone:	CRT E-Mail:	
NPC CTC Phone: (DSN-882)	NPC CTC E-Mail:	
901-874-3880	p4010f@persnet.navy.mil	

Personnel Information

SSN:	Name:
Rate:	Prospective Rate:

Done Internet



CRT/Sailor Data Screen



JASS Web - Team Detailing Detail - Microsoft Internet Explorer provided by Navy Per

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Messenger

PRD:
0209

Primary Warfare Designator:

CDB Held:

Career Intentions:

Special Program Interests:

Next Duty Assignment Preference - First:
FMF in Camp Lejeune, NC

Next Duty Assignment Preference - Second:
Pearl Harbor, Hawaii

Next Duty Assignment Preference - Third:
Jacksonville, Florida

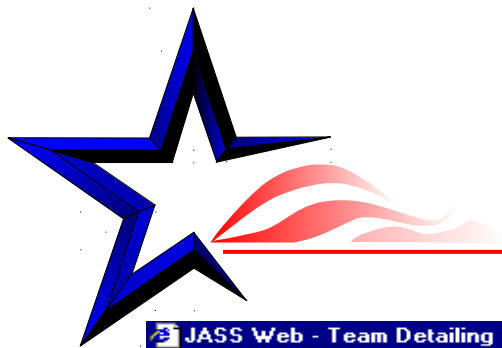
Command Retention Team Comments:

Family Members:
0

12-Month Interview Held:

Detailer Comments:

Done Internet



CRI/Sailor Data Screen



JASS Web - Team Detailing Detail - Microsoft Internet Explorer provided by Navy Per

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Messenger

Special Program Interests:

Next Duty Assignment Preference - First:

Next Duty Assignment Preference - Second:

Next Duty Assignment Preference - Third:

Command Retention Team Comments:

Sailor requires EFM cat 4 care

Member Phone:

Detailer Comments:

NEEDS OVERSEAS TOUR

Member E-Mail:

UPDATE

Last Updated Mar 13, 2002

Done Internet

What Detailers CAN Do



- Make Assignments within PRD window (-3/+4 months)
- Make Valid GUARD 2000 Commitments
- Coordinate SWAPS (No Cost – same type duty)
- Coordinate Spouse Collocations (1306/7 always required)
- Extend PRD (NAVPERS 1306/7 usually required)
- Provide Career Counseling and Career Advice
- Approve Split Tours (Must be for same type duty)

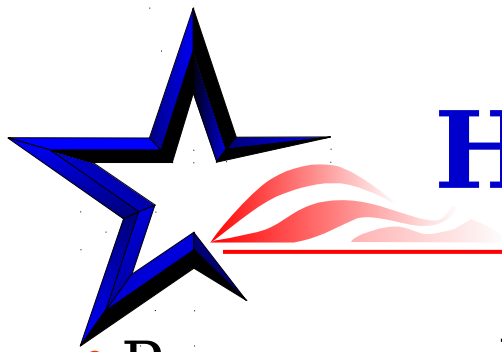


What Detailers **CAN'T** Do



- Change Allowance (BA and/or NMP)
- Make Assignments to Non-Existent Requirements
- Break PRD more than -3/+4 Months
- Break Time-On-Station or DoD Area Tours
- Change Sea/Shore Rotation
- Make GUARD 2K Commitments to Unqualified Personnel
- Make Assignments Contrary Requisition Priority
- Make Paygrade Substitutions without EPMAC Approval
- Make Humanitarian Assignments
- Change Enlistment Contracts
- **WAIVERS TO THE ABOVE SHOULD BE**

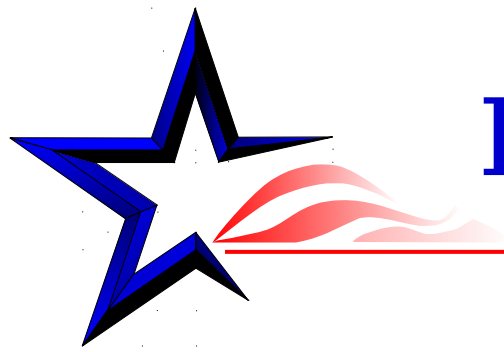
Mission First. Sailor Always.



How to Help Your Sailors



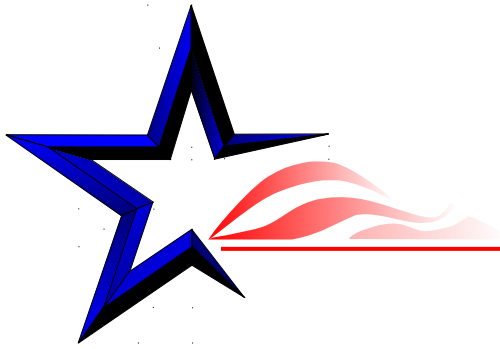
- Prepare early and plan ahead
 - Encourage early contact with the Detailer
 - Sailors deserve good counseling and advice
- Assignment decisions and commitments should adhere to 7-9 month PRD window policy
- Don't wait too long to make a decision
- Many requisitions require a specific NEC/special quals
- Communicate special needs and concerns directly to detailer via Command Career Counselor



Command Responsibilities



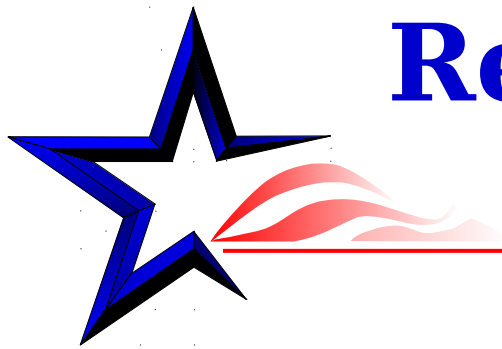
- Designate a Point-of-Contact for NPC to exchange information between Sailors and Detailers
 - This is your Command Career Counselor
- Ensure 13 month “roller” spreadsheet is updated
 - Update Sailor resumes with notes gathered during Career Development Board (CDB) / CCC 12 month interviews
- Update contact (email, phone numbers) and operational (upcoming deployments) information



Process and Problems



- **CNP Guideline: Sailors must be under orders NLT 6 months prior to PRD.**
- Submit NAVPERS 1306/7's for all special requests
- Problems should be discussed at the appropriate level:
 - CO, XO (Branch Heads)
 - CMC, Department Head (Rating Assignment Officer)
 - CCC (Rating Detailer)



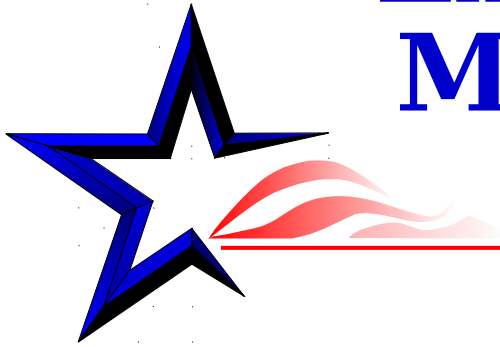
Retention Program Management



- **Listen to your Sailor's concerns**
 - **Family separation and Job Satisfaction**
 - **Pay/Compensation**
 - **Advancement opportunity**
 - **Sea/Shore rotation**
- **Command climate and Khaki involvement drives retention success**
- **Continuous process, not just once-per-year CDB**

Retention is not “someone else’s” responsibility, it is YOURS!

Exceptional Family Member Program



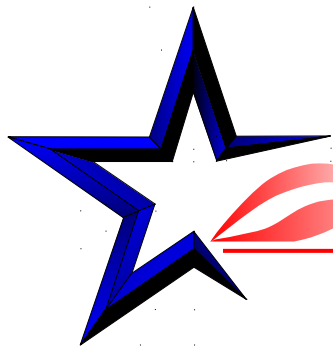
(Reference: OPNAVINST 1754.2 Series)

Action Office

- **PERS-662F Program Manager**
DSN 882-4391 Commercial (901) 874-4391

Purpose & Program Elements

- **Ensure assignments are made to areas where the EFM program can be met.**
- **Enrollment is mandatory, apply at MTF or directly to EFM Central Screening Committee in Portsmouth, San Diego, or Yokosuka.**



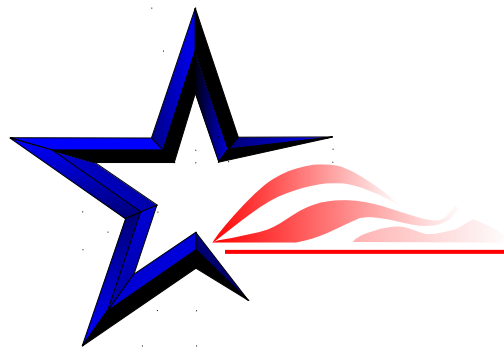
Exceptional Family Member Program



(Reference: OPNAVINST 1754.2 Series)

CATEGORIES

- 1 - Monitoring Purposes**
- 2 - Pinpoint Overseas Assignments**
- 3 - No Overseas Assignments**
- 4 - Assignments Near Major Medical
INCONUS**
- 5 - Homesteading**
- 6 - Temporary (6 - 12 months)**



PRD Management



- **Critical to the distribution process.**
 - **PRDs drive the requisition!**
 - **Planning must be objective.**
- **Planning horizon 15 months (6 months prior to 9 month window).**
- **Detailing window remains applicable.**
 - **Detailers must have some flexibility.**
 - **Sailors increase their options too.**
- **Look at your leadership (LCPO & E-6s) during every review.**

OBLISERV V



Obligated Service or “Retainability” is the time required to remain on active duty upon arrival at new duty station.

- **Transfer to CONUS shore from CONUS sea or shore is 2 years**
- **Transfer to CONUS sea from CONUS shore is 1 year**
- **Transfer to CONUS (sea or shore) from overseas location is 1 year.**

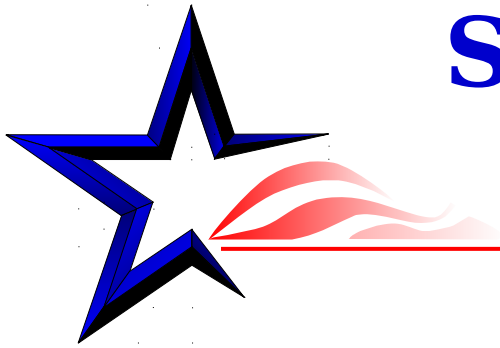
Compliance with OBLISERV requirement must be accomplished within 30 days of receipt of PCS orders



High Year Tenure

- **E-4 8 years (refer to NAVADMIN 160/03)**
- **E-5 20 years**
- **E-6 20 years (refer to NAVADMIN 208/02)**
- **E-7 24 years**
- **E-8 26 years**

Smaller in Terms of People

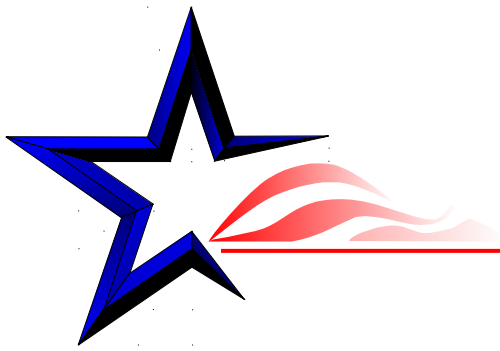


Should be clear that CNO is looking to make the Navy smaller in terms of people.

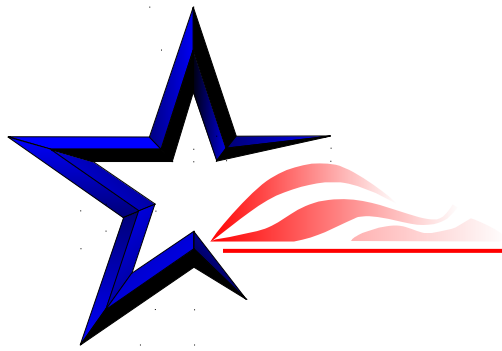
- **65 percent of Navy budget pays for salaries**
- **# of salaries (counting contractors) = 900,000**
- **Already reduced 22,000 active duty billets**

Changes in HYT is one method to focus dollars on weapons and ships for the future of the Navy.

Fleet Reserve Requests



- Eligibility Requirements.
 - 20 years of active service by requested date. Once submitted, date may be changed only upon member's request or national security reasons.
 - Minimum activity tour (at least two years).
 - Current DoD assignment area tour. 24 months time in grade E-7 and above (may request waiver of one year - not seen any waivers approved). CNP staffing proposal to change payback to three years.
 - **NOT ELIGIBLE** if awaiting disciplinary action, civil action, family advocacy action, admin discharge action, or serving in LIMDU status.

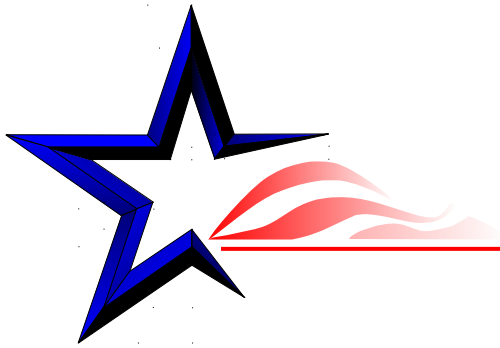


Fleet Reserve Requests



- **Request Submission & Responsibility.**
 - **Submit request 6 to 24 months prior to requested Fleet Reserve transfer date.**
 - **Upon CO approval/staffing by CCC, servicing PSD or PERSOFF will submit request to Navy Personnel Command.**
 - **Once request approved by ECM, PERS-4823 will transmit MESSAGE OF INTENT authorizing movement of family and/or shipment of household goods.**
 - **PERS-4823 will issue final authorization 120 days prior.**

Assignment Incentive Pay (AIP)



- **Special monthly incentive pay used to attract volunteers to jobs that have been historically difficult to fill**
- **Open now for Sigonella, Naples, Misawa (Japan), and Guam**
- **Sailor in PRD window reviews available jobs in JASS. If job is marked "AIP" Sailor can submit "Bid"**
- **Rates are set based on number eligible applicants, or PRD rollers in 9 to 7 month window**



AIP Maximum Bid Rates by Location

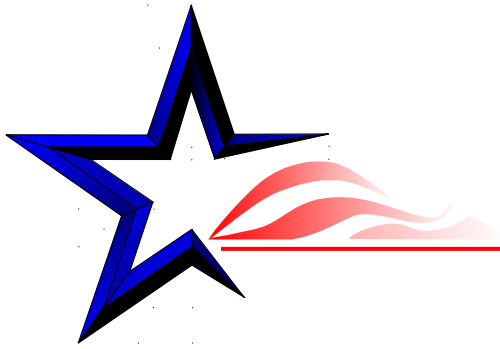


EXISTING LOCATIONS	RATING	PAYGRADE	Beginning Max Rate
<u>Naples</u>	All*	E 4-6	\$400
		E 7-9	\$450
	IT	E 4-6	\$700
		E 7-9	\$900
	DT, HM, MA	E 4-6	\$200
		E 7-9	\$250
<u>Signonella</u>	All*	E 4-6	\$400
		E 7-9	\$450
	IT	E 4-6	\$700
		E 7-9	\$900
	DT, HM, MA	E 4-6	\$200
		E 7-9	\$250
<u>Misawa</u>	All*	E 4-6	\$150
		E 7-9	\$200
	IT	E 4-6	\$550
		E 7-9	\$850
	ET	E 4-6	\$550
		E 7-9	\$850
	DT, HM, MA	E 4-6	\$50
		E 7-9	\$100
* All eligible AIP ratings			

EXISTING LOCATIONS	RATING	PAYGRADE	Beginning Max Rate
<u>NAS Lemoore, CA</u>	All*	E 4-6	\$300
All type 2 (sea) Duty		E 7-9	\$450
<u>Sasebo, Japan</u>	All*	E 4-6	\$300
All type 4 (sea) Duty		E 7-9	\$450
<u>Guam</u>	All*	E 4-6	\$400
		E 7-9	\$500
	* All eligible AIP ratings		

Approved 01Mar04

Assignment Incentive Pay (AIP)



- **Unlike the auction web site eBay where the highest bidder wins, AIP is designed to reward the lowest bidder.**
- **Bidding will start at \$50.**
- **If no applicants “bid” for a job, the AIP rate will increase until the assignment is filled**
- **Likewise, if there are more bidders than jobs, the AIP rate may be decreased and the lowest bidder assigned**

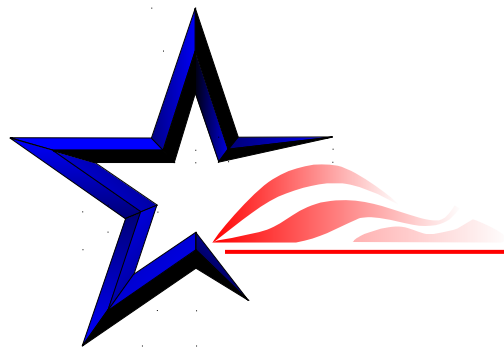


Assignment Incentive Pay (AIP)



AIP Application procedures:

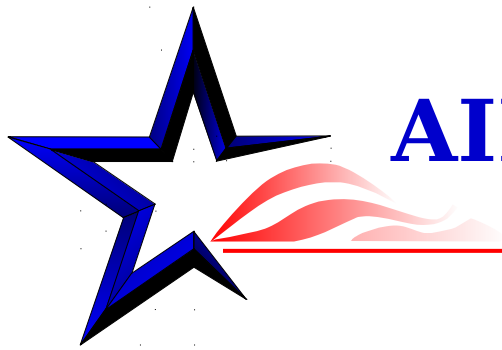
- **Submit applications via JASS to include “bid” from pull down menu provided.**
- **Submit “bid” based upon what that Sailor is willing to accept to take assignment, understanding that the “bid” carries significant weight in the decision process.**
- **Detailers cannot see “bids” until JASS closes.**
- **At end of cycle, the detailer will evaluate all Sailors who have submitted applications and make selection based on right person in right job.**



Assignment Incentive Pay (AIP)



- **Maximum amount the Navy is willing to pay for an assignment will be shown in JASS**
- **Bid values in \$50 increments**
- **Bid can be equal to or less than the maximum amount**
- **Detailers cannot make an assignment to an AIP job during open requisition cycle**
- **Application results will be posted on JASS**
- **If selected for assignment, your AIP “bid” amount is the amount you will receive. Detailer cannot change your “bid”**



AIP Future Locations



Proposed Future Locations

- **Gitmo, Cuba**
- **Korea**
- **Japan Type 4 duty**
- **Current LSRB locations**

**Under
Study**

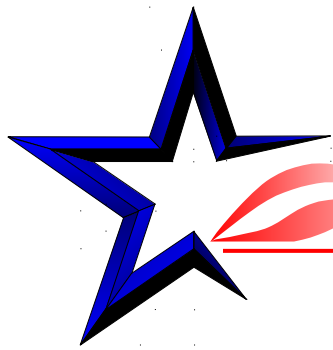


Web-Based Marketplace Assignments - SEA WARRIOR



- **Combine the Navy's manpower, personnel, and training organizations into a single, efficient, information-rich human resource management system**
- **Focus of SEA WARRIOR - growing individuals from the moment they walk into a recruiting office until their assignment as a Command Master Chief**
- **Identification of precise capabilities of Sailors and find matches to well-articulated job requirements**
- **Creation of new training and career development activities**

Optimizing Technology



Bold New Technologies SEA WARRIOR



SEA WARRIOR takes advantage of off-the-shelf, corporate-tested products such as

- **Knowledge Management programs**
- **PeopleSoft@**
- **SkillsNet@**

Information technology strategy will eliminate the dozens of legacy client server systems and stove-piped data bases (EAIS, RIS, NES, OPNS)



Bold New Technologies SEA WARRIOR



Increased options & Career Information

- **Career Managers/Detailers**
- **Command leadership**
- **Sailors**

Provides a one-stop information source through a single web-enabled portal



Bold New Technologies SEA WARRIOR



Each Sailor's personal & professional information

- **Assignment preferences**
- **Family requirements (EFM, Spouse Co-Location, school age)**
- **Training Information**
- **Performance data**

Contained in an electronic document



Task Force EXCEL SEA WARRIOR



SEA WARRIOR is designed to work with the Navy's "Five-Vector Model" which uses information about a Sailor's skills/abilities to show what must be accomplished to advance

- **Professional Development**
- **Personal Development**
- **Leadership**
- **Certifications and Qualifications**
- **Performance**



Virtual Job Market on the Web

SEA WARRIOR



With precise requirements developed for jobs, and each Sailor's knowledge, skills, and abilities identified, intelligent software agents will work to.

- **Explore assignment options.**
- **Improve matches.**
- **Simplify the detailing process.**

These agents, working on-line around the clock for both Sailors and commands, create a virtual job market on the Web.



Virtual Job Market on the Web SEA WARRIOR

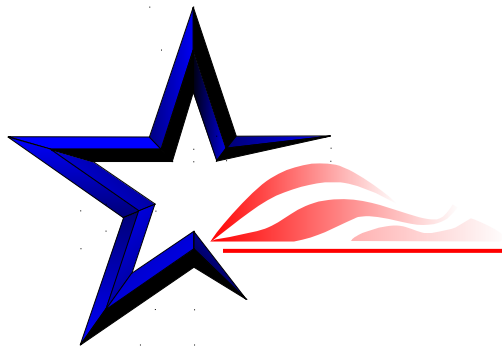


Sailors receive information about available jobs that fit their:

- **Competencies**
- **Career Demands**
- **Location**
- **Professional and personal goals**

Commands get information on the Sailors available who meet their advertised requirements

Use real-time incentive packages to encourage Sailors to take specific assignments



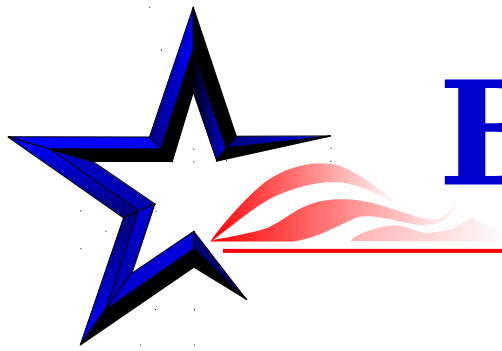
SEA WARRIOR Website



**Sailors will access their
career information and job
searches at**

www.nko.navy.mil

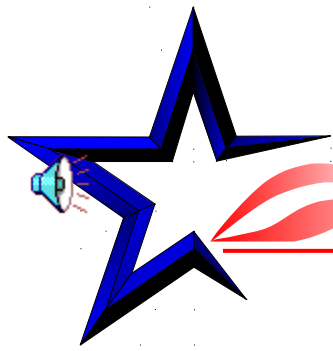
**and click on the SEA
WARRIOR icon.**



Bottom Line



**Any Sailor who reports
to their new command
satisfied with the career
management process
will be more motivated
and productive!**



Love that Memphis!

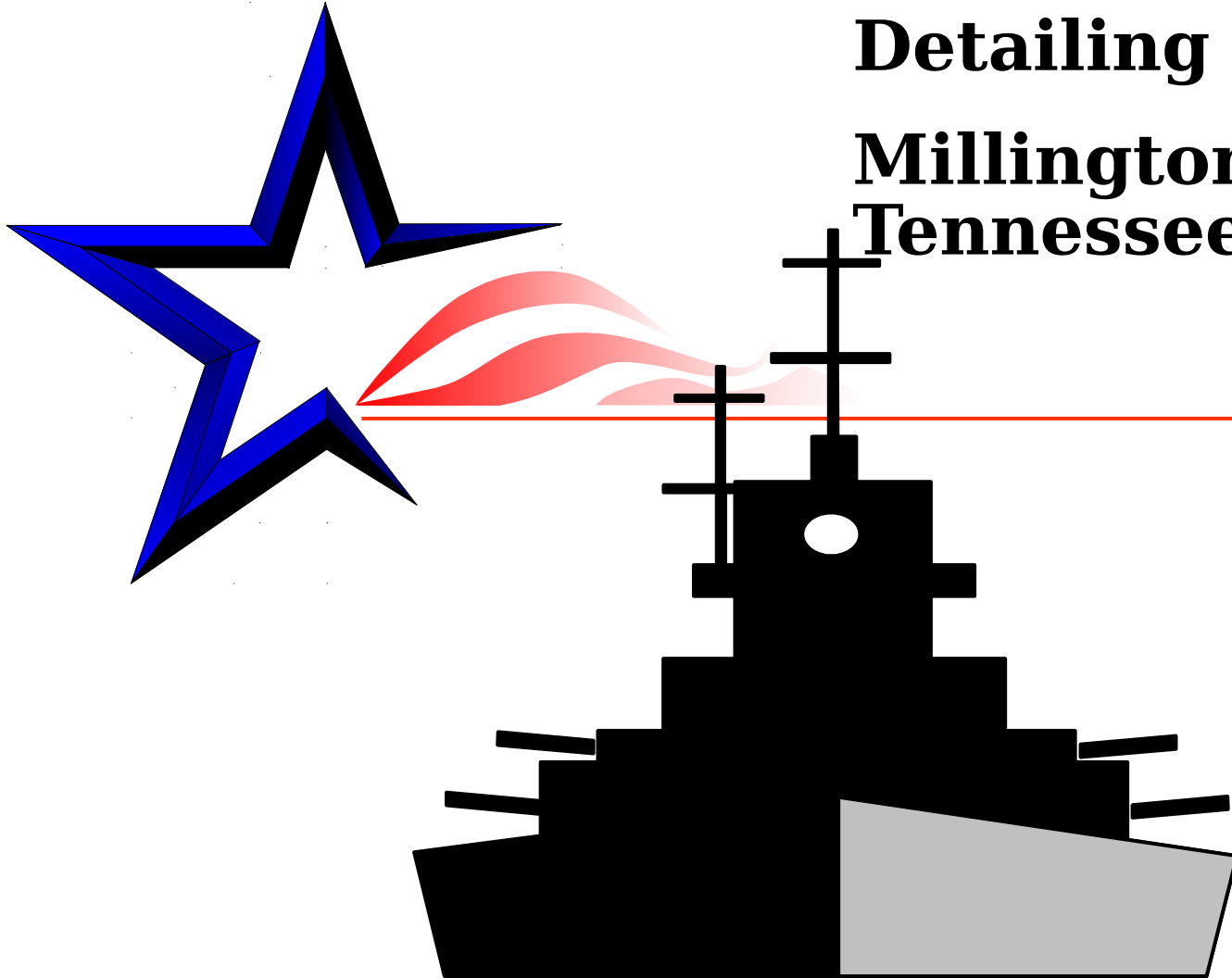


**“Thank you,
Thank you very much!”**

... Sailors Always

**Questions?
??**

Medical/Dental Detailing in Millington, Tennessee



Mission First... Sailors Always